

1 IN THE SENATE

BY THE JUDICIARY COMMITTEE

2 CS FOR SENATE BILL NO. 141

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIRST LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act relating to non-retention of
7 teachers; repealing Ch. 71, SLA 1957; and
8 establishing an effective date."

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

10 Section 1. NON-RETENTION CASES. School boards in the
11 several school districts and the Department of Education for
12 schools outside school districts may hire administrators and
13 teachers regularly qualified in accordance with the Department of
14 Education rules and regulations and issue contracts to them for
15 the ensuing school year (for superintendents the contract may be
16 for more than one school year, but for no more than three con-
17 secutive school fiscal years) any time after January 1, and shall
18 notify administrators and teachers of non-retention in writing
19 postmarked or delivered on or before March 15. In the case of
20 teachers and administrators employed by the Department of Educa-
21 tion, the notification shall be by certified mail postmarked not
22 later than March 15, and shall be issued by the commissioner of
23 education or his designee. In the event that written notification
24 of non-retention, together with a clear statement of cause in-
25 cluding a bill of particulars for such non-retention, is not
26 issued before March 15, the administrators' and teachers' con-
27 tracts shall be continued for the ensuing school year in con-
28 formity with the state and local salary stipulations including any
29 annual increments. Teachers and administrators who have not been

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1 employed for at least two school years in the school system or who
2 are holders of temporary certificates are excluded from any rights
3 under this Act.

4 Sec. 2. DEFINITION OF CAUSE. a. The sole causes for non-
5 retention are as follows:

6 (1) incompetency, which is defined as the inability or
7 the unintentional or intentional failure to perform one's legiti-
8 mate duties in a satisfactory manner;

9 (2) immorality, which is defined as conduct of the per-
10 son tending to bring the individual concerned or the teaching
11 profession into public disgrace or disrespect;

12 (3) substantial non-compliance with the school laws of
13 the state or such regulations of the Department of Education or
14 any other governmental agency as are applicable or of the employ-
15 ing school district.

16 b. Any necessary reduction of staff occasioned by a decrease
17 in school attendance of the district may warrant, in the absence
18 of any of the above reasons, the non-retention of a teacher.

19 Sec. 3. HEARING. a. A teacher or administrator given
20 notification of non-retention under the provisions of this Act
21 by a school district board may, on or before March 25, immediately
22 following receipt of notification of non-retention, notify the
23 president of the school district board in writing that he requests
24 a hearing before said school board in accord with the procedures
25 established by the Administrative Procedure Act.

26 b. A teacher or administrator employed by the Department of
27 Education, given notification of non-retention under the provi-
28 sions of this Act by the Department of Education, may request a
29 hearing as provided in Subsection a., except that the request

1 shall be addressed to the commissioner of education. The commis-
2 sioner of education and two members of the Board of Education
3 shall serve as members of the Board of Appeals for teachers or
4 administrators employed by the Department of Education. The
5 final decision of the Board of Appeals shall require a majority
6 vote of its membership.

7 Sec. 4. SAVINGS CLAUSE. Nothing in this Act shall prohibit
8 school district boards from adopting teacher tenure regulations on
9 district option basis insofar as such regulations do not contravene
10 state law or state board of education rules and regulations.

11 Sec. 5. REPEAL. Ch. 71, SLA 1957 is repealed.

12 Sec. 6. EFFECTIVE DATE. This Act takes effect on the day
13 after its passage and approval or on the day it becomes law with-
14 out such approval.

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